

# URBAN FORESTRY CREW LEADER

DPW-ENVIRONMENTAL SERVICES-FORESTRY

Recruitment #	1505-1005DC-001
List Type	Promotional
Requesting Department	DPW-OPS-FORESTRY
Open Date	5/22/2015 12:00:00 PM
Filing Deadline	6/19/2015 11:59:00 PM
HR Analyst	Marti Cargile

## **INTRODUCTION**

***\* THIS VACANCY IS OPEN ONLY TO CURRENT CITY OF MILWAUKEE EMPLOYEES \****

## **PURPOSE**

Under the direction of an Urban Forestry Manager, the Urban Forestry Crew Leader serves as the first-level supervisor of urban forestry staff engaged in the planting, maintenance, and removal of trees, landscape plants, and turf growing on City of Milwaukee green spaces. The person in this position also responds to emergency situations including snow and ice control operations.

## **ESSENTIAL FUNCTIONS**

- Plans, coordinates, supervises, and inspects the field activities of a team of urban forestry specialists and trainees, regular and seasonal laborers, workforce development participants, and municipal equipment operators.
- Performs or assists in the planting, maintenance, and removal of trees, shrubs, flowers, and turf on City of Milwaukee green spaces.
- Performs duties to respond to emergencies such as wind, snow, and ice storms, irrigation leaks, and damage to trees sustained during construction.
- Enforces the DPW-Forestry Division's Work Rules and Safe Work Rules and Procedures.
- Plans, monitors, and assists in performing surveys and placing notices pertaining to service requests and code enforcement on private property.
- Conducts periodic surveys designed to assess pest control, planting, removal, and maintenance needs.
- Operates and drives large vehicles such as dump trucks, hi-lifts, skid-loaders, and trailers.
- Operates specialized power and hand equipment, including mowers, stump grinders, chain saws, chippers, trencher/backhoes, leaf blowers, string trimmers, pipe pullers, various sprayers, and other industry-specific manually-operated and motorized equipment.
- Constructs, repairs, and maintains concealed irrigation systems.
- Accurately records work progress and updates the City's street tree inventory using field computers.
- Participates in snow and ice control operations, including manually and mechanically plowing and salting snow as well as clearing sidewalks and intersections.

*Reasonable accommodations requested by qualified individuals with disabilities will be made in accordance with the Americans with Disabilities Act (ADA) of 1990, as amended by the Americans with Disabilities Act Amendments Act (ADAAA) of 2008.*

### **CONDITIONS OF EMPLOYMENT**

- The Urban Forestry Crew Leader is subject to emergency call-out 365/24/7.
- By law, the Urban Forestry Crew Leader is subject to random drug and alcohol testing during the course of employment.

### **MINIMUM REQUIREMENTS**

1. Current status as a regularly-appointed City employee having passed probation for the current position at time of appointment AND at least one year of experience as an Urban Forestry Specialist with the City of Milwaukee.
2. Four years of experience in arboriculture, horticulture, or a closely related field performing duties related to this position, one year of which may have been at the level of Urban Forestry Specialist Trainee.
3. Wisconsin Department of Agriculture, Trade and Consumer Protection (WDATCP) Pesticide Applicator Certification Commercial Category 3.0-Turf & Landscape certification within six months of employment.
4. Valid Wisconsin Commercial Driver's License at time of appointment and throughout employment.

*Equivalent combinations of education and experience may be considered. For example, coursework from an accredited urban forestry, landscape horticulture, or other closely related program may be considered as part of the experience requirement based on 30 credits equaling one year of experience.*

### **DESIRABLE QUALIFICATIONS**

- Associate's degree or bachelor's degree in arboriculture, horticulture, urban forestry, biology, environmental science, or a closely related field from an accredited college or university.
- International Society of Arboriculture (ISA) Certified Arborist certification.
- International Society of Arboriculture (ISA) Tree Risk Assessment Qualification.
- Tree Care Industry Association (TCIA) Certified Treecare Safety Professional (CTSP).

### **KNOWLEDGES, SKILLS, ABILITIES AND OTHER CHARACTERISTICS**

- Knowledge of arboriculture, landscape management, tree anatomy and physiology, tree and plant identification, insect and disease identification, and pesticides.
- Knowledge of governmental regulations and industry standards for arboricultural and landscape work.
- Knowledge of safety principles and practices and ability to ensure that safety regulations are followed.
- Knowledge of the equipment, tools, and methods used in arboriculture, including tree climbing and rigging systems, tree planting, pruning, structural support systems, and tree and stump removal.
- Knowledge of the equipment, tools, and methods used in horticulture, landscaping, grounds maintenance, and irrigation systems.
- Knowledge of mathematics and ability to perform accurate calculations.
- Ability to use field computers equipped with street tree inventory and management software.
- Oral and written communication skills.

## ***Urban Forestry Crew Leader***

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- Ability to effectively supervise, coordinate, and train field crews performing urban forestry activities.
- Interpersonal skills; ability to work effectively with a multi-level, multi-cultural staff.
- Customer services skills; ability to respond appropriately to requests and inquiries.
- Analysis and problem-solving skills.
- Planning, organizational, and time management skills; ability to maintain accurate records.
- Ability to handle stress, especially during emergency operations.
- Physical ability to perform moderate to heavy labor, including the ability to lift and move equipment and materials weighing up to 50 lbs. unassisted and 100 lbs. with assistance; ability to withstand a wide range of weather conditions.
- Ability to safeguard City equipment.
- Ability to operate vehicles and equipment (dump trucks, hi-lifts, skid-loaders, chippers, stump grinders, commercial mowers, trailers, chain saws, leaf blowers, string trimmers) used to maintain an urban forest.

### **CURRENT SALARY**

The current starting salary (PG 7IN) for City of Milwaukee residents is **\$48,358** annually, and the non-resident starting salary is **\$47,172**.

### **SELECTION PROCESS**

The selection process will be job related and will consist of one or more of the following: an evaluation of related education, experience and accomplishments, written tests, interview, or other assessment methods. The Department of Employee Relations and the Department of Public Works reserve the right to call only the most qualified candidates to oral exams, performance tests, or personal interviews. Information from the selection process will be used to make a hiring decision. Selected candidates will be transferred and/or promoted to the position.

**INITIAL FILING DATE:** The examination will be held as soon as practical after **June 19, 2015**. Receipt of applications may be discontinued at any time after this date without prior notice. However, recruitment may continue until the needs of the City have been met. Qualified applicants will be notified by email of the date, time and place of the examination. If you think you may have a conflict with the test date(s) shortly after the final filing date (due to vacation, hospitalization, etc.) call 414-286-3751 immediately. We will try to reduce the impacts, but we cannot guarantee that the scheduled date will meet everyone's needs.

***NOTE:*** Promotional examinations are not open to Milwaukee Public Schools employees or to the public. Only current non-probationary City of Milwaukee employees and civilian personnel in Milwaukee Fire Department and Milwaukee Police Department hired through a City Service Commission process will be considered. Individuals with exempt, provisional, temporary, or emergency appointments are not eligible for promotional examinations.